



THE BUDGET SITUATION

BY TROY A. EID
EXECUTIVE DIRECTOR, DPA

Editor's Note: The following is adapted from an email Troy sent to DPA employees on March 31.

Dear Colleagues,

Here's a brief update on the Department's budget and layoffs:

First, and as discussed in my message on March 25th, DPA along with many other executive branch departments has been directed by the Legislature's Joint Budget Committee (JBC) to make substantial additional budget cuts for the FY '03-'04 budget that starts on July 1st. These cuts are beyond the 33.6 percent General Fund cut we've already made. Reason: The continuing weakness in the economy and the resulting reduced tax revenues flowing to state government.

This unfortunate reality will result in some layoffs in our Department. Individual layoff notices have been provided to employees in positions that must be eliminated in light of the most recent JBC actions. These decisions were made based on the necessity of the function being performed, and are in no way a reflection on the affected employees themselves.

I mentioned in my last message that up to 30 DPA employees might be laid off. The good news is that the actual number of layoffs will almost certainly be less than this for two reasons.

The first reason is the dedication of the DPA Executive Management Team. Our budget and human resources staff, led by Jennifer Okes and Monica Cortez-Sangster along with Deputy Executive Director Paul Farley and the Division Directors, have worked long hours to ensure that DPA layoffs are as limited as possible.

The second reason that layoffs have been fewer than anticipated is a direct result of DPA employees who have stepped forward to retire voluntarily in order to protect their co-workers from layoff. At this challenging time, these acts of team spirit and generosity are inspirational.

Looking forward, we aren't out of the woods yet. DPA and the rest of state government might be asked to do more budget-cutting. You may have read this weekend, for example, that a lawsuit in the state of Illinois might hurt the ability of Colorado and other States to collect monies owed by cigarette companies as a result of the multi-state tobacco settlement litigation. This could in turn affect the state budget — but I emphasize "could." Nothing is certain yet. I mention it, however, as an illustration of the need to remain calm as we separate rumor from truth.

Thank you again for your patience and I will keep you posted on new developments. And thanks again for everything you are doing to help our customers and colleagues through challenging times.

Best,

Troy

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April Employees of the Month Terry Sisneros & William Pierce

During the State's transition to Wright Express, our new fuel vendor, **Terry Sisneros** manually distributed over 5,000 credit cards in 200 separate packages and completed the task in less than two weeks; a full week ahead of schedule. Each card had to be individually verified and cross-checked with the vehicles to which they were assigned. She took it upon herself to sort the cards at the section level for several departments like CDOT and DNR. Her efforts made the distribution process seamless and eliminated what would have been a logistical nightmare for department and division managers.

If handled improperly this could have been a major service problem for hundreds of state vehicle operators, but Terry mitigated that potential beyond all expectations. She also went beyond the call of duty to help get the word out to non-state fleet account users that they would need to make arrangements with Wright Express.



Terry Sisneros and Troy.

William Pierce has been employed by Document Solutions Group (DSG) for only a short time, but has already made an impact and contributed so much to his group. This past month, he was able to take existing imaging software and build new statistical reports to identify individual applications and operators' performance each day. DSG had been requesting this reporting capability from the vendor for several years but were told that it was not an easy fix and they kept putting off the request.

Bill was able to program three new reports in a much easier format to read, with detailed information unavailable from the vendor. This, in turn, makes billing, production, and statistics much easier and more efficient to track. In addition, operators are able to pinpoint the applications



Pictured from left to right: Scott Madsen, William Pierce and Linda Summers.

they are running well, and those where they may need to improve.

Bill has been in charge of combining the Pueblo and Denver billing processes, so that the two areas can use one complete and comprehensive system. This will provide accurate, timely reports while saving time and money. There seems to be no limit to his talent, and he always has a "can do" attitude.

This month's other nominees are: **Kevin Campbell** of DoIT for volunteering to do a software product review which evolved into a software product replacement project; **Dave Grier** of DFP for receiving an overall customer survey rating of excellent; The DOAH General Service Judges (**Marshall Snider, Nancy Connick, Lisa Coughlin, Kathy Muramoto, Matt Norwood, Michelle Norcross, Judy Schulman, and Robert Thompson**) for a 100% affirmance rate for their rulings in February; and **Linda Pounds** of DHR for making the workplace a truly better place on many levels.

Mark Your Calendars Now for the Annual Governor's STAR Awards Luncheon

THURSDAY, MAY 8TH
ADAMS MARK HOTEL
DOWNTOWN DENVER
11:00AM - 1:00PM
ADMISSION IS \$35

REGISTER ON-LINE AT WWW.COLORADO.GOV/DPA/

LETTERS

Ms. Linda Summers
Director, Division of Central Services

Mr. Rick Malinowski
Director, Division of Information Technologies

Dear Linda and Rick:

Beginning on Tuesday, March 18th, and ending more than 48 hours later, the Denver area experienced its biggest single snowfall since 1913. Yet even as "the Blizzard of '03" paralyzed the city, a team of groundskeepers, maintenance staff and custodians from the Capitol Complex unit of DPA's Division of Central Services worked diligently – in some cases nearly around the clock – to clear snow and ice at the State Capitol and surrounding buildings and parking lots. At the same time, DPA's Division of Information Technologies kept the State's telecommunications networks and computer systems running without service disruptions – despite repeated power outages and dramatically reduced staffing levels.

I am writing to thank you and your staff for your efforts to keep state government running throughout the storm, particularly as the nation was under a heightened alert due to potential terrorist threats.

In DPA's Division of Central Services, I appreciate the outstanding efforts of Frank Lombardi and the Capitol Complex staff. I am especially grateful to emergency team leaders Gary Yeager and Steve Ziemann – both of whom set an exceptional example by working extraordinarily long hours throughout the entire storm – and the members of their team:

Robert Abeyta
Ernie Atencio
Dave Belmair
Irodis Bouris
Daron Gil
Ray Groves
Greg Phillips
Paul Sandoval
Mike Vigil

Additionally, I want to thank custodians Ben Martinez and Frank Wanczyk for providing custodial service at the Capitol both immediately before and after Wednesday's snowfall.

Within DPA's Division of Information Technologies, I want to thank those employees who were able to keep the datacenter and network running during Tuesday evening and Wednesday. They are:

Phil Bisant
Bob Darnell
Gina Gibbons
Jeannie Halfacre
Vernon Lyles
Isabel Nuanes
Sue Ellen Quam
Braneth Sinaka
Tom Schmidt
Jesse Taylor
Shirley Tucker
Geri Trammel

Please accept my gratitude for a job well done!

Sincerely,
Bill Owens

KUDOS

Gene McClanahan of DCS Mail Services received a note of appreciation from Ann Pendroy of the Industrial Claim Appeals Office, for getting their files and mail to them after the March blizzard.

Mary Martinez of the DoIT Service Center was complemented on her professionalism and ability to make it possible for Rita M. Rodehaver, also of DoIT, to work at home during the blizzard.

Kudos to DoIT's Service Center for continuing operations during the recent snowstorm. Especially Tom Schmidt and Braneth Sinaka who both made it into the Service Center and were able to execute batch processing when most of the metro area was shut down and travel was difficult.

DoIT staff including: Sue Ellen Quam, Phil Bisant, Ron Applebach, Roy Jansen, and Tom Schmidt received the following email from Ken Johnson of the Department of Law:

"Please accept our sincere appreciation here at the Dept. of Law for DOIT staff's efforts during the serious and significant weather event of the last few days to keep the state's systems running. It appears several staff members went above and beyond the call of duty to keep systems running, allowing our office to maintain a lifeline to the state's systems.

A BIG THANK YOU for everyone's efforts."



EMPLOYEE COUNCIL CORNER

BY MIKE SEXSON, PRESIDENT
DPA EMPLOYEE COUNCIL

Hello, as the new President of the Employee Council, I would like to thank the 2002 Council, and especially

Mike Wallace, who did such a great job as President. The purpose of the Council is to promote the communications between the employees and management of the Department of Personnel & Administration, to improve the morale of the employees of the department, and to advance the image of state government and state employees. Last year's council did much to fulfill this mission.

It's that time of the year again when we bring out the See's candy bars to raise money for the annual picnics. So if you have a sweet tooth, just ask your Employee Council Representative and they would be glad to help you out. We are not only selling candy bars but also chocolate lollipops.

We are also very excited about a new project this year; producing a *DPA Cookbook*. What we need from you are the recipes. We all have the hand-me-down little piece of paper with grandma's favorite recipes handwritten on it. Here is your chance to preserve it and share it with others.

I have two sons, ages 14 and 16. When they found out I was going to put their great-grandma's famous chicken noodle recipe in the cookbook, they both asked me to buy one for them. Not because they love to cook, but because it came from their family and they are proud of it. So, if you think you are a chef or you want to see your name in print, here is your big chance. Please submit your favorite recipes by email to Julie Postlethwait or call her at 303-866-6095.

Of course, the Employee Council does more than fundraising and picnics. Last year, we had a big part in helping to get the flextime policy implemented for our Department. It has been almost a year, so we would like to get some feedback on how it is working for you. E-mail me anytime with good or bad comments, and I will make sure that the right people are notified of the problems or concerns. In fact, please e-mail me anytime about any question or concern you might have. If you want to be anonymous that's fine with me.

Thank you again for your support of *your* Employee Council.

2003 EMPLOYEE COUNCIL MEMBERS

Admin. Hearings/Personnel Bd.	Roslynn McMillon (Secretary)	303-764-1400
	Mercy Fischer	303-764-1400
Central Services (Pueblo)	Hallie Lee	719-545-5294
Central Services (Downtown)	Sylvia Santistevan	303-866-3970
	Kelly Tyler	303-866-2326
Central Services (North Campus)	Rene Ahl	303-866-3888
	Teddy Abad Perez	303-866-3881
Executive Director's Liaison	Paul Farley	303-866-6212
Executive Office	Laura Blake	303-866-4223
	Julie Postlethwait	303-866-6095
Finance and Procurement	Mike Wallace	303-866-6143
	Mike Sexson (President)	303-866-6552
Human Resources	Judi Karg (Vice-President)	303-866-2391
	Vicki Bottenberg	303-866-4220
Information Technologies (TMU)	Cathy Buckles	303-866-6356
	Jill Vaughn (Treasurer)	303-866-6119
Information Technologies (Data Center)	Celestine Bryant	303-239-4359
Information Technologies (Telecom)	Susan Perez	303-866-2913

DENVER HISPANIC CHAMBER OF COMMERCE NAMES TROY EID GOVERNMENT ADVOCATE OF THE YEAR FOR 2003

Executive Director of the Colorado Department of Personnel & Administration honored for contributions and commitment to Colorado's Hispanic Community

On April 11 of this year the Denver Hispanic Chamber of Commerce (DHCC) honored Troy Eid with the 2003 Government Advocate of the Year Award.

Eid was recognized for his outstanding contributions and commitment to advance DHCC's work, which includes creating more opportunities for Hispanic businesses and increasing economic development for the Colorado Hispanic community as a whole.

"Troy has been part of my team to reform state government from my first day in office and I'm delighted to see him honored by such a prestigious organization," said Colorado Gov. Bill Owens, who was in attendance for the awards luncheon.

"Troy has gone well beyond just providing assistance and guidance to the DHCC. Through his work he has become actively involved in making a positive difference through identifying numerous opportunities for Hispanic owned firms, organizations and businesses. We are proud and happy to have him in our ranks," said Salvador Gomez, president and chief executive officer, Source One Management Inc., and Chairman of the DHCC Board of Directors.

Eid was honored at the DHCC Awards Luncheon held at the Colorado Convention Center, that featured keynote speaker Alberto Gonzales, counsel to the President of the United States. In addition to Eid, DHCC 2003 honorees are:

Corporate Advocate of the Year: Clara Rivas, vice president, KMAS Telemundo.

Business Man of the Year: Eugene R. Lucero, Metro Brokers - Lucero Real Estate.

Business Woman of the Year: Danna A. Chavez Arriola, Chavez Sheet Metal Company.

Chamber Advocate of the Year: Maria P. Fernandez Yoos, director, Supplier Diversity, Global Procurement and Supply Chain, Qwest Communications.

LEND ME YOUR EARS

BY PAUL FARLEY

My oldest son is going to college this fall, so over spring break we visited one of his prospective colleges, Truman State University, in beautiful downtown Kirksville, Missouri. On the way, we had the chance to spend the afternoon in Hannibal, home town of Mark Twain.



Peter and Virginia Farley at the legendary whitewashed picket fence in Hannibal, Missouri.

I learned that with the outbreak of the Civil War, the Mississippi River was closed to commercial traffic and Twain - a licensed steamship pilot - suddenly found himself out of work. At the same time, his brother Orion was appointed by President Lincoln to be the Secretary of the new Nevada Territory. Orion asked his brother to come along as his personal assistant, and in July 1861 they began the 1700-mile journey to Carson City on the Overland Stage. Twain chronicled the trip in *Roughing It*, his more-or-less factual account of his adventures in the American west. On the way, they stopped in Julesburg, Colorado, which Twain called "the strangest, quaintest, funniest frontier town that our untraveled eyes had ever stared at and been astonished with."

Julesburg had been founded only a couple of years earlier by Jules Beni, a French-Canadian-Indian with a reputation for both shrewdness and meanness. His trading post, at an important South Platte River crossing, briefly served as a stagecoach station for the Leavenworth and Pikes Peak Express, as well as the Pony Express. It had a telegraph office, general store, blacksmith shop, warehouse, stables, saloon, and a few log cabins, in addition to the station. Beni welcomed gamblers, horse thieves, and desperados, who typically mistreated and took advantage of unwary travelers - horses which he swapped often found their way back to his corral, and goods that he sold were stolen from the buyer to be sold again.

When Ben Holladay's Overland Stage Company took over the line, the division agent (regional manager), Jack Slade, soon discovered that Beni was the source of the crime and corruption. Slade was no angel himself, a ruthless, short-tempered, hard-drinking gunslinger. Twain described him as "a high and efficient servant of the Overland, an outlaw among outlaws and yet their relentless scourge, Slade was at once the most bloody, the most dangerous and the most valuable citizen that inhabited the savage fastnesses of the mountains."

The superintendent told Slade to fire Beni, which he did (they also tried to change the name of the town to "Overland City," but it didn't stick). Soon thereafter, Beni ambushed Slade outside the station, first shooting him several times with a revolver, and then with both barrels of a shotgun. Bleeding profusely, Slade was carried into the station, and placed in a bunk. Beni was so sure he had killed Slade that he said, "When he is dead, you can put him in one of these dry-goods boxes, and bury him." Slade, hearing this, rose up in his bunk and yelled, "I shall live long enough to wear one of your ears on my watch-guard. You needn't trouble yourself about my burial." The superintendent arrived a few minutes later, discovered what had happened, arrested Beni, and decided to hang him. Three times they drew Beni up until he was black in the face, but he wouldn't die. After the third time, the superintendent let him go on the promise that he would never return.



Will and Duchess Farley try to blend in with the locals.

Slade lingered for several weeks at the station, and then went to St. Louis for treatment. When he was fully recovered, he returned to wait for his opportunity to get revenge. That day came when several of his men ran across Beni in Southern Wyoming, they tied him up at a corral, and sent word that they were holding him for Slade. Twain provides this account of what happened next:

"It is said that the pleasure that lit Slade's face was something fearful to contemplate. He examined his enemy to see that he was securely tied, and then went to bed, content to wait till morning before enjoying the luxury of killing him. Jules spent the night in the cattle-yard, and it is a region where warm nights are never known. In the morning Slade practiced on him with his revolver, nipping the flesh here and there, and occasionally clipping off a finger, while Jules begged him to kill him outright and put him out of his misery. Finally Slade reloaded, and walking up close to his victim, made some characteristic remarks and then dispatched him. The body lay there half a day, nobody venturing to touch it without orders, then Slade detailed a party and assisted at the burial itself. But first he cutoff the dead man's ears and put them in his vest pocket, where he carried them for some time with great satisfaction."

Afterwards Slade used one ear as a watch fob, while the other was repeatedly used in a bizarre and macabre saloon stunt, where he would casually toss it on the bar and ask for change.

For some reason, Twain didn't stay in Colorado but instead got back on the stagecoach and never returned.

Additional background information drawn from "An Ear in His Pocket: The Life of Jack Slade," by Roy O'Dell (1996).

This and That (income tax edition):

- "The only difference between a tax man and a taxidermist is that the taxidermist leaves the skin." – Mark Twain
- "Giving money and power to government is like giving whiskey and car keys to teenage boys." – P.J. O'Rourke
- "A government which robs Peter to pay Paul can always depend on the support of Paul." – George Benard Shaw
- "Democracy must be something more than two wolves and a sheep voting on what to have for dinner." – James Bovard